



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010
(213) 738-2222 FAX (213) 637-0820

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

October 27, 2006

To: Each Supervisor 

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of October 26, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 501 disciplinary actions have been taken against KDMC employees. Of this number, 254 actions have been discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or have resigned.

Since our last report, two cases have been closed and two additional cases have been opened. As a result, KDMC's open caseload is currently 31 (detailed summary information is contained in Attachments I and II). The new cases involve neither physicians nor nurses.

RECRUITMENTS

KDMC and DHS Nurse Recruiters will host a recruitment table at the El Camino College School of Nursing Job Fair on October 30, 2006. In addition, KDMC and DHS Nurse Recruiters will host their annual Fall Educational/Recruitment event at ValleyCare Olive View/UCLA Medical Center from 10:00 a.m. to 3:00 p.m. on Saturday, November 4, 2006. Candidates will have an opportunity to attend lectures, tour the facility and meet with KDMC and other DHS Nurse Recruiters.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
October 27, 2006
Page 2

If you have any questions, please call me.

MJH:STS
SBH:tb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMC Human Resources Status Report FINAL 102706

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 10/26/06

Dated: 10/26/2006

| | |
|----------------------|------------|
| Closed Cases - | 930 |
| Open Cases - | 31 |
| Referred Cases - | 13 |
| Grand Total = | 974 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff ¹ | Ancillary ² Medical Staff | Nursing Staff ³ | Pharmacy Staff | All Other Staff | TOTALS |
|--|----------------------------|--------------------------------------|----------------------------|----------------|-----------------|------------|
| <u>Formal discipline:</u> | | | | | | |
| Discharges | 10 | 6 | 32 | 0 | 35 | 83 |
| Discharges of Probationers | 0 | 7 | 8 | 1 | 13 | 29 |
| Suspensions (6 - 30 Days) | 4 | 12 | 51 | 6 | 39 | 112 |
| Suspensions (1 - 5 Days) | 11 | 10 | 24 | 2 | 22 | 69 |
| Reprimands | 7 | 5 | 25 | 2 | 15 | 54 |
| Warnings | 1 | 2 | 1 | 3 | 5 | 12 |
| Resignations in Lieu of Administrative Action | 20 | 9 | 31 | 6 | 11 | 77 |
| Release of Temporary Employee | 15 | 1 | 39 | 0 | 9 | 64 |
| Medical Release | 0 | 0 | 0 | 0 | 1 | 1 |
| Subtotal | 68 | 52 | 211 | 20 | 150 | 501 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff ¹ | Ancillary ² Medical Staff | Nursing Staff ³ | Pharmacy Staff | All Other Staff | TOTALS |
|---|----------------------------|--------------------------------------|----------------------------|----------------|-----------------|------------|
| Non-Disciplinary ⁴ Corrective Actions | 25 | 12 | 41 | 43 | 34 | 155 |
| Total Actions Taken | 93 | 64 | 252 | 63 | 184 | 656 |

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 10/26/06

Dated: 10/26/2006

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|-----------|
| <u>Formal discipline:</u> | | | | |
| Discharges | 8 | 2 | 0 | 10 |
| Discharges of Probationers | 0 | 0 | 0 | 0 |
| Suspensions (6 - 30 Days) | 3 | 1 | 0 | 4 |
| Suspensions (1 - 5 Days) | 8 | 3 | 0 | 11 |
| Reprimands | 5 | 2 | 0 | 7 |
| Warnings | 1 | 0 | 0 | 1 |
| Resignations in Lieu of Administrative Action | 18 | 1 | 1 | 20 |
| Release of Temporary Employee | 15 | 0 | 0 | 15 |
| Medical Release | 0 | 0 | 0 | 0 |
| Subtotal | 58 | 9 | 1 | 68 |

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|-----------|
| Non-Disciplinary Corrective Actions | 23 | 1 | 1 | 25 |
| Total Actions Taken | 81 | 10 | 2 | 93 |